

## Making Changes

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p>Every effort will be made to provide information in an alternative format if written format is not accessible to a member of staff.</p> <p>The policy includes a range of people at different levels and different Directorates as well as a designated non-executive director to give staff options for reporting. The PHA has also identified a whistleblowing advisor whom staff can talk to.</p> <p>Information about sources of independent advice is also provided with the policy.</p> <p>The PHA has also organised training for staff, to ensure all staff are aware of how to raise an issue, and that line managers are aware of what to do when an issue is raised. Bespoke training is also being organised for whistleblowing champions and advisor so that they are skilled and resourced in supporting and helping all staff, including those who may be less confident in raising an issue.</p>	<p>If any further equality issues are identified either externally or internally the PHA is committed to revising the policy to ensure all staff members have equity of protection.</p>